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ABSTRACT

This report presents the most recent salary and benefits data available for the U.S. child care workforce. Median level child care salaries are compared to the median salaries of other occupations. In addition, data for average wages of preschool teachers and child care workers are presented for each state, with information on wages available by region or county within some states. The report then describes a variety of federal, state, and local compensation initiatives to improve child care workers' salaries or benefits. The report highlights the need for more consistent, reliable, and comprehensive data collection about the child care workforce. Appendix 1 of the report presents compensation and turnover data collected in various states during or after 1998. Appendix 2 contains a resource list of studies conducted prior to 1998 as a record of prior data collection efforts. (KB)

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Current Data on Child Care Salaries and Benefits in the United States

by

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Current Data on Child Care Salaries and Benefits in the United States

Center for the Child Care Workforce

March 2001

This report presents the most recent salary and benefits data available for the U.S. child care workforce. Although such data are not collected comprehensively or consistently across the country, certain types of occupational information are collected by the federal Bureau of Labor Statistics (BLS), and a number of independent child care salary and benefits studies have been conducted in recent years at the state, regional and local levels.

Center-based child care staff are described by the BLS's Occupational Employment Statistics Survey either as preschool teachers or as child care workers.[1] A "preschool teacher" is defined in this survey as a person who instructs children (normally up to five years of age) in a preschool program, day care center or other child development facility, in activities designed to promote social, physical and intellectual growth in preparation for elementary school. A "child care worker," on the other hand, is defined as a person who performs such duties as dressing, feeding, bathing and overseeing play. Unfortunately, these categories create a misleading division of the child care workforce, when in fact most teaching staff, regardless of title, take part both in promoting intellectual growth and in the caretaking duties described above.

The BLS also aggregates child care data across program types and regions, making it impossible to study variations among such sectors of the child care field as for-profit and nonprofit centers, infant and school-age programs, or licensed and unlicensed family child care. This compendium, therefore, represents the best information available at the present time, but also points to the need for more consistent, reliable and comprehensive data collection about the child care workforce.

A wealth of additional data have also been collected by the Center for the Child Care Workforce (CCW) and other organizations in a variety of states and communities, and these studies are referenced in the Appendices to this report. A number of these studies do compile data on the variations noted above among workers and sectors in the field. Appendix 1 presents compensation and turnover data collected in various states during or after 1998, and Appendix 2 contains a resource list of studies conducted prior to 1998 as a record of prior data collection efforts. Less information is available, unfortunately, about family child care providers than about child care center employees. Only nine states have documented family child care provider earnings since 1998.

Appendix 1 describes the average wages of "teachers" and "assistant teachers" (called assistants here), as documented in recent studies. Teachers are defined as those who have primary responsibility for a classroom or group of children, and who are often responsible for supervising other staff. Assistants are defined as those who work under a teacher's supervision. These job descriptions more accurately represent the occupational titles of child care teaching staff than do the somewhat artificial categories of "preschool teacher" and "child care worker."

We also include data on child care center directors' salaries when available. Directors are defined as center staff whose primary

(continued on page 3)

In This Report

Introduction 1
Child Care Salaries Compared to Other Occupations 4
State by State Wage Comparisons 6
Compensation Initiatives 9
Interpreting Appendix 1 Data 11
Appendix 1, Other 1998-2001 Data 13
Appendix 2, Pre-1998 Reports 39
About CCW 46

[1]The BLS collects child care workforce data through numerous surveys in addition to the Occupational Employment Statistics (OES) Survey, and uses such occupational titles for child care center employees as aides, child care assistants, day care assistants, teacher assistants, child care attendants, day care attendants, and early childhood teacher assistants. The OES definitions and data are used in this report instead of

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(continued from front page)

responsibilities are administrative and who supervise classroom teaching staff and other center employees.

Appendix 1 also contains data about the health benefits which child care centers offer to teaching staff, in either fully-paid or partially-paid insurance plans. Because many child care employees report that they find co-payments and additional premiums unaffordable, partially-paid health insurance plans may be of little benefit to this workforce. Except in Rhode Island,[2] most family child care providers nationwide either purchase their own health insurance plans, depend on coverage from a spouse or domestic partner, or have no health benefits whatsoever. The data provided here describe the percentage of family child care providers who receive health coverage from any source.

Where available, annual turnover rates of child care teaching staff, as estimated by center directors, are also presented in Appendix 1. Turnover rates are calculated by dividing the total number of staff employed in a center by the number of staff who have left the center in a single year.

It is also important to emphasize that these data about current average wages and benefits of child care teachers and providers should not be construed as recommendations of what the child care workforce ought to be paid. In fact, with annual job turnover rates hovering between thirty and forty percent throughout the country, current market wages in the child care field have clearly been insufficient to secure a skilled and stable workforce or to guarantee high-quality services for children and families. This 98% female workforce—many of whom are parents of young children themselves, better-educated than the general population, and/or women of color—suffers a higher concentration of poverty-level jobs than almost any other occupation in the United States.[3] Child care programs are much more successful at retaining skilled staff when they model their wage scales after the salaries of workers in other fields who have comparable levels of education and training.[4]

The data on "average wages" of child care staff should also be interpreted with caution in the studies listed below. When data are grouped under "average lowest hourly wage" and "average highest hourly wage," it is important to note that the majority of teachers and providers are concentrated at the lower end of the scale, with only a small number earning the highest-level incomes—a disparity which tends to produce inflated estimates of overall average wages. For more information about the distribution of salaries within a particular workforce, please refer to the original reports as cited.

In recognition of the growing role of state-funded pre-Kindergarten employment for child care workers, CCW conducted a state-by-state survey of these programs. CCW's survey of state-funded pre-K programs has found that—despite a frequent assumption that pre-K teachers have gained parity with public school salaries—considerably lower teacher wages prevail in this sector. Thirty-five states currently fund pre-K programs, with wide variety in how they are administrated and operated, how well teachers are paid, and the educational levels teachers are required to reach. More detailed information about pre-Kindergarten staffing patterns and compensation will be available from CCW at the end of the year (2001).

Child care salary and benefits studies conducted by the Center for the Child Care Workforce over the past two decades are based on representative samples of the various types of child care programs, and employ a uniform instrument which is available upon request from our office. CCW also offers technical assistance to state and local groups who are interested in collecting salary and benefits data, and compiles the most current data available each year for use by policy makers, researchers and advocates. We will revise this report in early 2002, and we encourage readers to supply any data we may have overlooked.

For more information about our reports, our survey instrument, or our technical assistance and research services, please contact the Center for the Child Care Workforce at 733 15th Street, N.W., Suite 1037, Washington, DC 20005-2112; telephone: 202-737-7700; fax: 202-737-0370.

other surveys, because these other titles are not mutually exclusive and are not used consistently across states.

[2]As a result of a multi-year advocacy effort, family child care providers who serve publicly-subsidized children in Rhode Island have become classified as state employees and thus have access to the state employee health insurance plan. In January 1999, the plan was extended to some center employees.

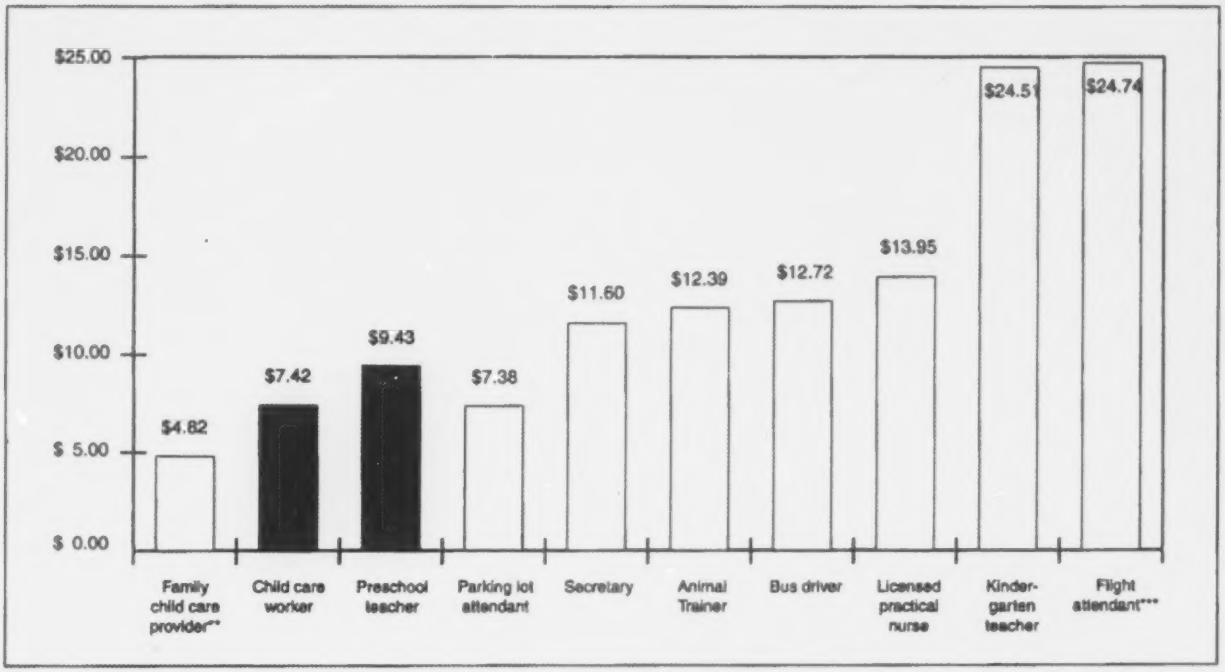
[3]T.R. Swartz and K.M. Weigert, Eds. *America's Working Poor: 1980-1990.* Notre Dame, IN: University of Notre Dame Press, 1995.

[4]See *Creating Better Child Care Jobs: Model Work Standards for Teaching Staff in Center-Based Child Care* (Center for the Child Care Workforce, 1998) and *Creating Better Family Child Care Jobs: Model Work Standards* (Center for the Child Care Workforce, 1999), which offer more detailed guidance about appropriate child care wages, benefits and job conditions, and how to estimate a self-sufficiency or living wage for one's community.

Child Care Workforce Earnings in Perspective

A Comparison of Mean Hourly Wages Between Child Care Jobs* and Other Occupations

Based on Bureau of Labor Statistics Data 1999
Compiled by the Center for the Child Care Workforce



*"**Child care workers**" and "**preschool teachers**" are job titles defined by the Bureau of Labor Statistics. For more information about occupational classifications, see page 1, paragraph 2 of this report.

**The median weekly earnings for family child care providers is $265.00, based on the Bureau of Labor Statistic's 2000 Current Population Survey (CPS). The hourly earnings of $4.82 reflect a 55-hour week, the typical work week for U.S. family child care providers. As the sample size of family child care providers in the CPS is small, an increase from year to year may reflect a change in the sample and not an actual increase in earnings.

***Source: Association of Flight Attendants, 2000.

The Bureau of Labor Statistics of the U.S. Department of Labor reports mean wages for over 700 occupations, as surveyed by the Occupational Employment Statistics (OES) program. According to the 1999 OES survey, only 15 occupations report having lower mean wages than child care workers—just two more than in the 1998 OES survey, in which 13 occupations did so. Those who earn higher wages than child care workers include service station attendants, tree trimmers, and food servers.

These data are based on the OES occupational title definitions, which in the current year have been expanded to include the job categories of management, business, computer, architecture, science, community/social service, legal, education, arts, health care, health care support, protective service, food preparation,

maintenance, personal care, sales, clerical, agriculture, construction, installation/repair, production, and transportation. Preschool teachers are included in the education, training, and library category and child care workers are included in the personal care and service category. Unfortunately, these job titles and categories create a misleading division of the child care workforce. Employees of before- and after-school programs may be included in the "child care worker" category, or in other categories such as "teacher aides," which also includes K-12 classroom assistants and aides.

Fewer than 4 percent of the education occupations, among which preschool teachers are classified, earn a mean wage of less than $9.50 per hour, and 69 percent of education workers earn a mean wage above $20.00 per hour. Child care workers are at the low end of the wage range for all occupations surveyed by the OES. They are included in the personal care and service category, one of the lowest-paid divisions, in which nearly 35 percent of workers earn less than $8.50 per hour.

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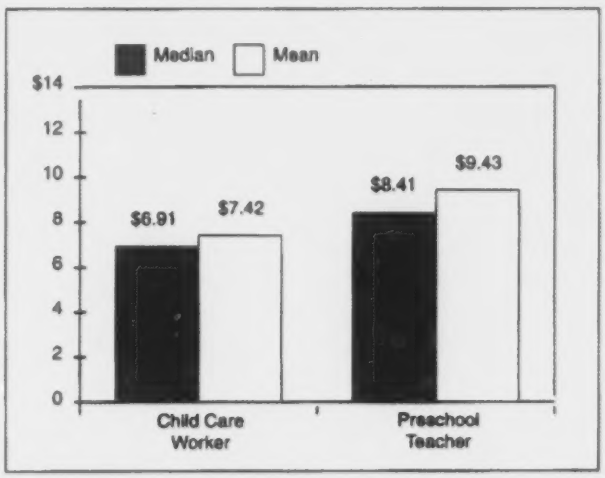
A Comparison of Mean and Median Hourly Wages of Child Care Teaching Staff



The most recent mean and median hourly wages for child care workers and preschool teachers as reported by the Bureau of Labor Statistics (1999) appear above. The mean wage is the average of all reported wages. In contrast, the median wage is the wage that lies at the midpoint of all the reported wages. For example, half of all wages earned by U.S. child care workers fall below the median of $6.91, and half are above. The mean hourly wage for all U.S. child care workers is $7.42.

Mean wages, which can be skewed upward by a few reports of high wages, tend to be somewhat higher than median wages. The median wage, which identifies the midpoint of the distribution of all wages, may be more typical of that earned by workers than reported averages.

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Average Wages for Child Care Workers and Preschool Teachers

State	Child Care Workers*	Preschool Teachers*	Additional data available (see key below)
Alabama	$ 6.56	$ 7.28	2
Alaska	$ 8.64	$11.24	2
Arizona	$ 6.92	$ 7.89	2
Arkansas	$ 6.32	$ 7.98	1
California	$ 8.38	$10.16	1,2,3
Colorado	$ 7.24	$ 9.03	1,2
Connecticut	$ 8.51	$11.05	1,2
Delaware	$ 7.24	$ 8.77	1
District of Columbia	$10.62	$12.29	1,3
Florida	$ 6.95	$ 8.30	1,2
Georgia	$ 6.71	$ 9.64	2
Hawaii	$ 6.97	$10.42	2
Idaho	$ 6.50	$ 7.90	1
Illinois	$ 8.75	$ 9.65	1,2
Indiana	$ 7.11	$ 8.54	1,3
Iowa	$ 6.78	$ 8.17	1
Kansas	$ 6.88	$ 9.09	1
Kentucky	$ 6.49	$ 8.88	1
Louisiana	$ 6.38	$ 8.60	
Maine	$ 7.80	$ 8.97	1
Maryland	$ 7.97	$11.30	1,3
Massachusetts	$ 8.96	$11.37	1,2
Michigan	$ 7.74	$11.23	2
Minnesota	$ 7.58	$11.42	1,2
Mississippi	$ 6.19	$ 7.98	1
Missouri	$ 7.02	$ 8.53	1
Montana	$ 6.34	$ 9.21	1
Nebraska	$ 6.67	$ 8.33	
Nevada	$ 7.07	$ 8.78	
New Hampshire	$ 7.64	$ 9.34	1,2,3
New Jersey	$ 7.84	$10.62	1
New Mexico	$ 6.60	$ 8.02	2
New York	$ 8.37	$10.61	1,2
North Carolina	$ 6.95	$ 8.49	1,2,3
North Dakota	$ 6.46	$ 8.01	1,2
Ohio	$ 7.39	$ 8.89	1,2

State	Child Care Workers*	Preschool Teachers*	Additional data available (see key below)
Oklahoma	$ 6.58	$ 7.55	1
Oregon	$ 7.44	$ 9.13	2
Pennsylvania	$ 7.55	$ 9.18	1,2
Rhode Island	$ 8.09	$10.92	2
South Carolina	$ 6.47	$ 9.31	1,3
South Dakota	$ 6.96	$ 9.68	1
Tennessee	$ 6.45	$ 7.39	
Texas	$ 6.64	$ 8.42	1,2
Utah	$ 7.17	$ 8.56	
Vermont	$ 7.53	$10.70	1,3
Virginia	$ 7.04	$ 9.23	2
Washington	$ 7.86	$ 9.79	1,2,3
West Virginia	$ 6.44	$ 9.06	
Wisconsin	$ 7.35	$ 9.06	1,2
Wyoming	$ 6.35	$ 9.26	2
Head Start Programs	N/A	N/A	1,2
Before /After School Programs	N/A	N/A	1,2
Federal General Services Adminis'n (GSA) Programs	N/A	N/A	1
Canada	N/A	N/A	1

*"**Child care workers**" and "**preschool teachers**" are job titles defined by the Bureau of Labor Statistics. For more information about these occupational classifications, see page 1, paragraph 2 of this report.

Additional Data Available

1) Appendix 1 contains summaries of statewide, regional or local data collected since 1998.

2) Appendix 2 contains summaries of data collected prior to 1998.

3) Indicates that family child care data are available for this state, or for a metropolitan area located in the state, in Appendix 1. Additional family child care data may also be included in Appendix 2.

N/A: Not Available. States where there is no listing for preschool teachers and/or for child care workers may collect information, but the data are not published by BLS for reasons such as inadequate sample size or that the state combines these occupations with others (e.g., preschool teachers are surveyed with other teacher groups).

Source: Bureau of Labor Statistics, 1999 State Occupational Employment and Wage Data. 2000 BLS data are projected to be available in Spring, 2002.

Compensation Initiatives

A variety of programs now in place at the federal, state, and local levels hold the promise of incrementally improving child care workers' salaries and/or benefits. While no single initiative—in the absence of major child care financing reform and additional funding—is capable of achieving adequate compensation for the majority of teachers and providers, the following programs and policies are making headway in improving child care worker pay. We have not included early childhood mentoring programs in this list; while the most comprehensive mentoring programs do offer additional compensation to teachers and providers for the added job duties of serving as mentors, these programs are not an effort to address the need for higher base-line pay and benefits in child care programs. For further information about compensation and mentoring programs, see the publication, *Early Childhood Mentoring Programs: A Survey of Community Initiatives* (Center for the Child Care Workforce, 1996, addendum/update 1999).

Compensation initiatives are rapidly emerging in a number of states and communities, and CCW tracks them on an ongoing basis in order to provide the most current information. We encourage you to notify us about initiatives underway in your community that are not included in this report, so that we may continue to update our resources. For further information about the initiatives listed below, please visit the Center for the Child Care Workforce website at www.ccw.org.

Federal

- **Operates in all regions of the country**
- Child Care and Development Fund (includes funds to states for quality enhancement of child care services, which have sometimes led directly or indirectly to improved compensation).
- Head Start Expansion and Quality Improvement Act
- Military Child Care: Caregiver Personnel Pay Plan

State

- **Operates throughout each state listed below**

California:
- Staff retention funds for subsidized programs

Illinois:
- Great START (Strategy To Attract and Retain Teachers)

New York:
- Child Day Care Worker Retention and Professional Advancement Grants

North Carolina:
- Child Care WAGE$
- TEACH (Training, Education and Compensation Helps) Early Childhood Health Insurance Project

State (cont'd)

Rhode Island:
- State health benefits for qualified family child care providers and center-based teachers
- Substitute Provider Pool Demonstration Project

Washington:
- Early Childhood Education Career Development Ladder

Wisconsin:
- REWARD (Rewarding Education with Wages and Respect for Dedication)
- Wisconsin Quality Improvement Grants Program

TEACH Early Childhood Project operates in:
Colorado, Florida, Georgia, Idaho, Illinois, Indiana, Kansas, Missouri, New York, North Carolina, Oklahoma, Pennsylvania, South Carolina, Virginia and Wisconsin

Local

- **Operates in specific communities listed below**

Alameda County, CA:
- Berkeley Child Care Compensation Commission

Dane County, WI:
- Local Wage Improvement Initiative

King County, WA:
- King County Child Care Incentives Pilot Proposal

Nassau County, NY:
- Nassau County Child Care Salary Enhancement

Seattle, WA:
- TEACH Early Childhood Project

CARES (Compensation and Retention Enhances Stability) operates in the following California Counties[1]:
Alameda (Child Development Corps), **Contra Costa** (Early Education Professional Development Program), **Los Angeles** (Retention Incentive Program), **Marin, Mendocino, Napa, Nevada, San Francisco, San Luis Obispo** (Project REWARD, Retaining Experienced Workers and Reinforcing Development), **Santa Barbara, Santa Clara** (Compensation Initiative), **Sierra, Siskiyou, Solano, Sonoma** (Retention Incentive Program), **and Ventura**

Educare operates in the following Colorado counties:
Clear Creek, Denver, Jefferson, and Mesa

[1]In counties in which the name of the initiative is modeled on the principles of CARES, but not named "CARES" we indicate the name in parentheses.

A Guide to Interpreting the Data in Appendix 1

Appendix 1 summarizes state, regional, and local data about the child care workforce collected since 1998 by the Center for the Child Care Workforce (CCW) and other researchers and organizations. Selected information describing child care workers' wages, health insurance, and turnover is reported here from a variety of research studies. The following information may be helpful in interpreting the data included in Appendix 1.[1]

In most studies summarized here, the child care center wage, health insurance, and turnover data was collected in surveys completed by center directors. Family child care providers typically were surveyed directly to determine their net income and access to health insurance.

Wages

Teaching staff and directors' compensation is most often reported as average lowest wage and average highest wage. The average lowest wage represents the mean of the lowest wages offered in a state or community by a sample of child care centers for a specified position, such as "teacher" or "assistant". Similarly, the average highest wage represents the mean of the highest wages offered by a sample of centers for a specified position. When wage data in this form is not available, we report comparable data as much as possible, e.g., average annual salaries or wage ranges. Although family child care providers, as self-employed workers, do not receive wages, some researchers calculate an average wage based on their net incomes and the hours providers work. Unless specified, reported family child care wages or annual salaries reflect providers' net income after expenses.

Health Insurance

In general, we report the percentage of centers that offered health insurance to teachers and assistants. Health insurance when it is offered by child care centers to employees may be fully-or partially-paid. Fully-paid health insurance indicates that health insurance is fully-paid by the employer for the employee. Plans that extend fully-paid health insurance for the employee to cover dependents in full or in part are also reported here as fully-paid. Partially-paid health insurance indicates that health insurance is partially paid by the employer for the employee and includes plans that extend this coverage of the employee to partially cover dependents. Partially-paid health insurance implies that the employee is paying some, if not the majority, of premium costs. Unless specified, health insurance coverage describes benefits received by full-time child care center staff.

For family child care providers, whenever possible, we report the source of their health insurance plan, whether it is purchased as an individual plan or it is received through a spouse's insurance plan.

Turnover

Turnover rates reflect the annual percentage of staff departures by position. Most researchers calculate turnover by dividing the number of staff by position who left the center in a single year by the total number of staff employed in the center in that position.

The year cited in this summary is the year in which the data were collected, and not necessarily when the report was published.

[1]Additional information about Appendix 1 can also be found on pages 1 and 3 of this report. The † symbol in Appendix 1 indicates that additional data collected between 1998 and the date of the most current summarized report is available. Information about these additional sources can be obtained by contacting the Center for the Child Care Workforce.

APPENDIX 1

Current Compensation and Turnover Data From Selected States Collected in 1998 or Later*

Compiled by the Center for the Child Care Workforce

Arkansas

Statewide, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 7.00	$ 8.37
Assistant	$ 5.71	$ 6.72
Director	$ 9.31	$11.71

1999/2000 Statewide Licensed Child Care Facility Survey: Summary of Overall Results, prepared by Survey/Business Research, Research Group, Institute for Economic Advancement, University of Arkansas at Little Rock for the Arkansas Department of Human Services, Division of Child Care and Education, Little Rock, AR.

California

El Dorado County, 2000

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 8.65	$12.21
Assistant	$ 6.79	$ 6.87
Director	$21.88	$22.80
		Average Annual Net Income*
Family Child Care Provider		$7,374

Health: Thirty-eight percent of centers offered fully-paid health insurance to teachers, and seventeen percent of centers offered fully-paid health insurance to assistants. Twenty-one percent of family child care providers do not have health insurance. Seventy-nine percent of family child care providers have health insurance, thirty-nine percent of whom are covered by a spouse's policy.

** Family child care providers work an average of 53 hours per week.*

A Profile of the El Dorado County Child Care Workforce: Findings from the 2000 Survey of Child Care Centers and Family Child Care Homes, prepared by Silan Consulting for the Child Care Development and Planning Council of El Dorado County, Placerville, CA.

**The year cited is the year in which the data were collected, and not necessarily when the report was published.*

Nevada County, 2000

Position	Starting Hourly Wage Range
Teacher	$6.75–$13.00
Assistant	$6.00–$9.00
Director	$7.50–$20.00

	Average Annual Net Income*
Family Child Care Provider	$10,000

Health: Thirty-three percent of centers offered fully-paid health insurance to teachers, and twenty percent of centers offered fully-paid health insurance to assistants. Twenty percent of centers offered partially-paid health insurance to teachers, and fifty-three percent of centers offered partially-paid health insurance to assistants. Twenty-four percent of family child care providers do not have health insurance. Seventy-six percent of family child care providers have health insurance, sixty-three percent of whom are covered by a spouse's policy.

**No hourly data provided. Hours may vary for annual salary.*

Quality Child Care Survey 2000: Findings from the 2000 Survey of Child Care Centers, Family Child Care Homes, and Exempt Providers, Child Care Coordinating Council of Nevada County, Grass Valley, CA.

Santa Cruz County, 2000

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 9.06	$11.38	30%
Assistant	$ 7.19	$ 8.64	37%
Director	$13.32	$17.04	

Health: Sixty-one percent of centers offered fully-paid health insurance to teachers, and forty percent of centers offered fully-paid health insurance to assistants. Seventeen percent of centers offered partially-paid health insurance to teachers, and nineteen percent of centers offered partially-paid health insurance to assistants.

A Profile of the Santa Cruz County Child Care Center Workforce, prepared by the Center for the Child Care Workforce for the Child Development Resource Center and Santa Cruz County Child Care Planning Council, Capitola, CA.

Contra Costa County, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 8.80	$12.98	25%
Assistant	$ 7.24	$ 8.65	38%
Director	$14.57	$18.21	

Health: Twenty-five percent of centers offered fully-paid health insurance to teachers, and nineteen percent of centers offered fully-paid health insurance to assistants. Forty-six percent of centers offered partially-paid health insurance to teachers, and forty-three percent of centers offered partially-paid health insurance to assistants.

A Profile of the Contra Costa County Child Care Workforce, prepared by the Center for the Child Care Workforce for the Contra Costa County Child Care Planning Council, Pleasant Hill, CA.

Marin County, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 9.41	$14.63	20%
Assistant	$ 7.71	$ 9.62	37%
Director	$15.42	$20.21	

Health: Thirty-nine percent of centers offered fully-paid health insurance to teachers, and thirty-four percent of centers offered fully-paid health insurance to assistants. Thirty-nine percent of centers offered partially-paid health insurance to teachers and assistants.

A Profile of the Marin County Child Care Workforce, prepared by the Center for the Child Care Workforce for the Marin County Child Care Commission, San Rafael, CA.

San Francisco County, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$10.02	$14.21	25%
Assistant	$ 7.78	$ 9.37	17%
Director	$15.76	$20.43	

Health: Sixty-eight percent of centers offered fully-paid health insurance to teachers, and sixty-four percent of centers offered fully-paid health insurance to assistants. Seventeen percent of centers offered partially-paid health insurance to teachers and assistants.

A Profile of the San Francisco Child Care Center Workforce, prepared by the Center for the Child Care Workforce for the San Francisco Early Childhood Professional Development Initiative and Career Resource Center, San Francisco, CA.

Alameda County, 1998

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 8.28	$12.27	28%
Assistant	$ 7.04	$ 8.71	31%
Director	$14.02	$17.67	

Health: Forty-eight percent of centers offered fully-paid health insurance to teachers, and fifty-two percent of centers offered fully-paid health insurance to assistants. Forty percent of centers offered partially-paid health insurance to teachers, and thirty-one percent of centers offered partially-paid health insurance to assistants.

A Profile of the Alameda County Child Care Workforce: Findings from the 1998 Survey of Child Care Centers, prepared by the Center for the Child Care Workforce for the Alameda County Child Care Planning Council, Oakland, CA.

Sacramento County, 1998

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 7.49	$10.97	39%
Assistant	$ 6.36	$ 7.30	44%
Director	$14.50	$21.02	
		Average Hourly Earnings	
Family Child Care Provider		$ 3.59	

Health: Forty-nine percent of centers offered fully-paid health insurance to teachers, and fifty-five percent of centers offered fully-paid health insurance to assistants. Forty percent of centers offered partially-paid health insurance to teachers, and twenty-seven percent of centers offered partially-paid health insurance to assistants.

A Profile of the Sacramento County Child Care Workforce: Findings from the 1998 Survey of Child Care Centers and Family Child Care Homes, prepared by the Center for the Child Care Workforce for Child Action, Inc., Sacramento, CA.

Santa Clara County, 1998

Position	Average Highest Hourly Wage
Teacher	$10.85
Assistant	$ 8.29
Director	$17.51

Health: Ninety percent of centers offered health insurance to teachers and sixty-seven percent of centers offered health insurance to assistants. The report does not specify whether the insurance was fully- or partially-paid.

1998 Child Care Wage and Benefit Study, prepared by the Nonprofit Development Center for the Santa Clara Local Child Care Planning Council, San Jose, CA.

Colorado

Front Range, 2000

Position	Average Lowest Wage	Average Highest Wage
Teacher	$ 7.37/hr.	$ 9.31/hr.
Assistant	$ 6.18/hr.	$ 7.22/hr.
Director	$22,880/yr.*	$29,640/yr.*

Metro Denver, 2000

Position	Average Lowest Wage	Average Highest Wage
Teacher	$ 8.11/hr.	$10.99/hr.
Assistant	$ 6.79/hr.	$ 8.20/hr.
Director	$24,502/yr.*	$31,554/yr.*

Resort Areas, 2000

Position	Average Lowest Wage	Average Highest Wage
Teacher	$ 7.90/hr.	$10.87/hr.
Assistant	$ 7.14/hr.	$10.87/hr.
Director	$21,736/yr.*	$36,130/yr.*

Rural Areas, 2000

Position	Average Lowest Wage	Average Highest Wage
Teacher	$ 7.30/hr.	$ 8.80/hr.
Assistant	$ 6.03/hr.	$ 7.29/hr.
Director	$22,048/yr.*	$26,374/yr.*

**No hourly data provided. Hours may vary for annual salary.*

Who is Watching our Kids: A Profile of the Colorado Child Care Workforce in the Year 2000, prepared by Custom Measure for the Colorado Office of Resource and Referral Agencies, Englewood, CO.

Colorado Springs, 1998

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 5.50	$12.00
Assistant	$ 5.15	$ 7.00
Director	$ 6.93	$18.75

Salary Survey, Child Care Connections, Colorado Springs, CO.

Connecticut

Statewide, 2000

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 9.49	$11.95	26%
Assistant	$ 7.53	$ 8.93	
Director	$17.29	$20.09	

2000 Child Care Wage Survey, Connecticut Association for Human Services, Hartford, CT..

Delaware

Nonprofits, 1998

Position	Average Annual Salary*
Teacher	$19,139
Assistant	$15,921
Director	$25,000

**No hourly data provided. Hours may vary for annual salary.*

1998-99 Wage and Benefit Report: A Comprehensive Survey of Nonprofit Salaries and Benefits in Delaware, Delaware Association of Nonprofit Agencies, Wilmington, DE.

District of Columbia

Districtwide, 2000

Position	Average Starting Hourly Wage	Average Hourly Wage After Five Years
Teacher with BA	$11.76	$15.92
Teacher with CDA	$ 9.64	$12.32
Assistant	$ 8.38	$10.36
Director	$15.25	$19.79

	Average Gross Annual Enrollment Revenue*
Family Child Care Provider	$18,011

Health: Seventy-eight percent of family child care providers have health insurance.

**No hourly data provided. Hours may vary for annual salary.*

2000 District of Columbia Child Care Market Rates and Capacity Utilization: A Study of Family Home and Child Care Center Providers in the District of Columbia, prepared by Center for Applied Research and Urban Policy, University of the District of Columbia for the District of Columbia Department of Human Services, Office of Early Childhood Development, Washington, DC.

Florida

Pinellas County, 2000

Position	Average Wage
Teacher	$ 8.09/hr.
Assistant	$ 6.59/hr.
Director	$23,750/yr.*

**No hourly data provided. Hours may vary for annual salary.*

Provider Survey, Center Based Programs, Coordinated Child Care, Child Care Resource and Referral of Pinellas, Pinellas Park, FL.

Idaho

Statewide, 2000

Position	Average Hourly Wage	Annual Turnover Rate
Teacher	$ 6.29	32%
Assistant	$ 6.04	48%
Director	$ 8.67	

Health: Twenty percent of centers offered health insurance to teachers. The report does not specify whether the insurance was fully- or partially-paid.

Early Care in Idaho: Are we Caring for the Caregivers? Summary Report on the Child Care Staff and Working Conditions Survey, Idaho Association for the Education of Young Children, Boise, ID.

Illinois

Statewide, 1999†

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 8.68	$10.97
Assistant	$ 6.65	$ 7.68
Director	$13.50	$15.76

Health: Forty-two percent of centers offered health insurance to teachers and thirty-two percent of centers offered health insurance to assistants. The report does not specify whether the insurance was fully- or partially-paid.

Alexander, Franklin, Gallatin, Hamilton, Hardin, Jackson, Johnson, Massac, Perry, Pope, Pulaski, Saline, Union, White, and Williamson Counties, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 6.08	$ 7.64
Assistant	$ 5.49	$ 6.43
Director	$ 6.00	$13.54

Health: Eighty-three percent of centers offered health insurance to teachers, and thirty-three percent of centers offered health insurance to assistants. The report does not specify whether the insurance was fully- or partially-paid.

Champaign, Douglas, Iroquois, Macon, Piatt, and Vermilion Counties, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 8.33	$10.33
Assistant	$ 6.34	$ 7.00

Health: Fifty percent of centers offered health insurance to teachers and assistants. The report does not specify whether the insurance was fully- or partially-paid.

Christian, Logan, Macoupin, Mason, Menard, Montgomery, Morgan, Sangamon, and Scott Counties, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 7.06	$ 7.75
Assistant	$ 5.85	$ 6.99
Director	—	$12.59

Health: Thirty-five percent of centers offered health insurance to teachers and assistants. The report does not specify whether the insurance was fully- or partially-paid.

Cook County, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 9.59	$12.01
Assistant	$ 7.41	$ 8.50
Director	$15.62	$17.97

Health: Fifty-five percent of centers offered health insurance to teachers, and forty-five percent of centers offered health insurance to assistants. The report does not specify whether the insurance was fully- or partially-paid.

DuPage and Kane Counties, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 9.56	$13.04
Assistant	$ 7.30	$ 8.29
Director	$13.48	$17.28

Health: Forty-three percent of centers offered health insurance to teachers, and thirty-one percent of centers offered health insurance to assistants. The report does not specify whether the insurance was fully- or partially-paid.

1999 Report on Illinois Child Care, prepared by the Laboratory for Community and Economic Development, University of Illinois at Urbana-Champaign for the Illinois Department of Human Services, Chicago, IL.

Indiana

Southern Indiana*, 2000†

Position	Average Hourly Wage
Teacher	$ 7.03
Assistant	$ 6.35
Director	$11.16

	Annual Turnover Rate
All Teaching Staff	25%

**Includes Clark, Floyd, and Harrison counties.*

Survey of Wages, Benefits and Professional Development of Early Childhood Professionals, Community Coordinated Child Care, Inc., Louisville, KY

St. Joseph County, 1998

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 7.29	$ 9.38	44%
Assistant	$ 5.94	$ 7.20	
Director	$13.11	$14.09	

	Average Hourly Wage
Family Child Care Provider	$ 6.55

Health: Seven percent of centers offered fully-paid health insurance to teachers and assistants. Forty-five percent of centers offered partially-paid health insurance to teachers, and thirty-six percent of centers offered partially-paid health insurance to assistants. Six percent of family child care providers had at least partially-paid health insurance.

Child Care Wages & Benefits in St. Joseph County, prepared by The Family Connection of St. Joseph County, Inc. for the Educare Council of St. Joseph County, South Bend, IN.

Iowa

Statewide, 2000

Position	Average Starting Hourly Wage	Average Peak Hourly Wage	Annual Turnover Rate
Teacher	$ 7.00	$ 9.00	29%
Assistant	$ 6.00	$ 7.00	35%

Health: Sixty-one percent of centers offered health insurance to teachers, and fifty percent of centers offered health insurance to assistants. The report does not specify whether the coverage was fully- or partially-paid.

How Much Do You Know About the People Caring for Young Children in Iowa? prepared by CD-DIAL ISU Extension and the Department of Human Development and Family Studies at Iowa State University for the Iowa Early Care and Education Professional Development Project, Des Moines, IA.

Kansas

Metropolitan Kansas City,* 2000†

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 7.73	$ 9.81	36%
Assistant	$ 6.61	$ 7.76	65%
Director	$11.61	$13.61	10%

Health: Forty-seven percent of centers offered health insurance to teachers, and forty-eight percent of centers offered health insurance to assistants. The report does not specify whether the insurance was fully- or partially-paid.

**Includes Kansas City, Missouri and Kansas City, Kansas programs.*

The Status of Early Childhood Care and Education 2000, Metropolitan Council on Child Care, Kansas City, MO.

Kentucky

Jefferson County, 2000†

Position	Average Hourly Wage
Teacher	$ 7.63
Assistant	$ 6.70
Director	$12.05

	Annual Turnover Rate
All Teaching Staff	27%

Lincoln Trail*, 2000†

Position	Average Hourly Wage
Teacher	$ 6.50
Assistant	$ 5.51
Director	$ 9.25

	Annual Turnover Rate
All Teaching Staff	29%

Salt River*, 2000†

Position	Average Hourly Wage
Teacher	$ 6.61
Assistant	$ 5.84
Director	$ 9.22

	Annual Turnover Rate
All Teaching Staff	28%

**Lincoln Trail includes Breckinridge, Grayson, Meade, Washington, Larue, Marion, Nelson and Hardin counties, and Salt River includes Bullitt, Henry, Oldham, Shelby, Spencer, Jefferson, and Trimble counties.*

Survey of Wages, Benefits, and Professional Development of Early Childhood Professionals, Community Coordinated Child Care, Inc., Louisville, KY.

Maine

Statewide, 2000

Position	Average Hourly Wage	Annual Turnover Rate
Teacher	$ 8.32	20%
Assistant	$ 7.37	
Director	$11.48	

Maine Roads to Quality Baseline Survey, Maine Roads to Quality, Portland, ME.

Nonprofits, 1999

Position	Average Hourly Wage
Teacher	$10.39

1999 Report on Wages & Benefits in Maine's Nonprofit Organizations: A Report of Employee Compensation in 501(c)(3) Organizations, Nonprofits First Employers Coalition, Maine Association of Nonprofits, Portland, ME.

Maryland

Statewide, 2000[1]

Position	Average Annual Salary*
Teacher	$16,957
Assistant	$11,688
Director	$26,571
Family Child Care Provider	$18,503

**No hourly data provided. Hours may vary for annual salary.*

Child Care Demographics Maryland Report, Maryland Committee for Children, Baltimore, MD.

Massachusetts

Statewide, 2000[1]

CENTERS

Position	Median Starting Hourly Wage	Median Highest Hourly Wage
Teacher	$ 9.00	$11.00
Assistant	$ 7.20	$ 8.25
Director	$14.00	$16.50

Health: Fourteen percent of centers offered fully-paid health insurance to teachers, and ten percent of centers offered fully-paid health insurance to assistants. Seventy percent of centers offered partially-paid health insurance to teachers, and seventy-one percent of centers offered partially-paid health insurance to assistants.

SCHOOL-AGE

Position	Median Starting Hourly Wage	Median Highest Hourly Wage
Teacher	$ 8.00	$10.00
Assistant	$ 6.50	$ 7.50
Director	$11.00	$12.00

Health: Twenty-three percent of centers offered fully-paid health insurance to teachers, and ten percent of centers offered fully-paid health insurance to assistants. Sixty-nine percent of centers offered partially-paid health insurance to teachers, and sixty-six percent of centers offered partially-paid health insurance to assistants.

Boston, 2000†

Position	Median Highest Hourly Wage
Teacher	$11.48
Assistant	$ 8.73
Director	$17.78

Cape Cod & Southeast Massachusetts, 2000

Position	Median Highest Hourly Wage
Teacher	$10.00
Assistant	$ 7.50
Director	$15.00

Central Massachusetts, 2000

Position	Median Highest Hourly Wage
Teacher	$10.16
Assistant	$ 8.00
Director	$15.00

Northeast Massachusetts, 2000

Position	Median Highest Hourly Wage
Teacher	$11.50
Assistant	$ 8.50
Director	$16.80

Western Massachusetts, 2000

Position	Median Highest Hourly Wage
Teacher	$ 9.50
Assistant	$ 7.50
Director	$15.00

Massachusetts Child Care Center and School Age Program Salary & Benefits Report, prepared by TEC Associates and the Massachusetts Child Care Resource and Referral Network for the Massachusetts Office of Child Care Services, Boston, MA.

Minnesota

Statewide, 2000[†]

CENTERS

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 9.39	$11.51
Assistant	$ 7.70	$ 8.81
Director	$11.60	$14.73

SCHOOL-AGE

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 9.24	$11.06
Assistant	$ 7.75	$ 9.13
Director	$12.28	$14.31

HEAD START

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$10.14	$14.10
Assistant	$ 8.00	$ 9.89
Director	$15.72	$20.60

Early Childhood and School Age Care Recruitment and Retention Study, Preliminary Findings, Minnesota Department of Children, Families, and Learning, Head Start/Child Care Team, Roseville, MN.

Mississippi

Statewide, 1999

Position	Average Annual Salary*
Teacher	$15,704
Assistant	$11,095
Director	$16,978

**No hourly data provided. Hours may vary for annual salary.*

1999 Survey of Licensed Child Care Center Providers in the State of Mississippi, Mississippi Department of Human Services, Office of Children and Youth, Jackson, MS.

Missouri

Metropolitan Kansas City*, 2000†

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 7.73	$ 9.81	36%
Assistant	$ 6.61	$ 7.76	65%
Director	$11.61	$13.61	10%

Health: Forty-seven percent of centers offered health insurance to teachers, and forty-eight percent of centers offered health insurance to assistants. The report does not specify whether the insurance was fully- or partially-paid.

**Includes Kansas City, Missouri and Kansas City, Kansas programs*

The Status of Early Childhood Care and Education 2000, Metropolitan Council on Child Care, Kansas City, MO.

Montana

Statewide, 1998

Position	Median Lowest Hourly Wage	Median Highest Hourly Wage	Six-Month Turnover Rate
Teacher	$ 5.40	$ 6.50	40%
Assistant	$ 5.15	$ 5.71	63%
Director	$ 6.25	$ 8.00	

Wages, Benefits, and Turnover in Montana Child Care Centers, Montana Early Childhood Project, Montana State University, Bozeman, MT.

Nebraska

Omaha Area*, 2000†

Position	Average Wage
Teacher	$ 7.45/hr.
Assistant	$ 6.96/hr.
Director	$25,545/yr.**

** Includes Douglas and Sarpy Counties.*

***No hourly data provided. Hours may vary for annual salary.*

Omaha Education Quality Improvement Project (EQUIP), Greater Omaha Chamber of Commerce, Omaha, NE.

New Hampshire

Statewide, 1998

Position	Average Wage
Teacher	$ 8.59/hr.
Assistant	$ 6.19/hr.
Director	$26,974/yr.*
Family Child Care Provider	$ 6.85/hr.

**No hourly data provided. Hours may vary for annual salary.*

Caring for New Hampshire's Children: A Report on New Hampshire Child Care Providers, prepared by RMC Research Corporation for the New Hampshire Department of Health and Human Services, Division for Children, Youth, and Families, Concord, NH.

New Jersey

Morris County, 2000

Position	Average Lowest Hourly Wage	Average Hourly Wage
Teacher with BA	$ 9.97	$12.03
Teacher with CDA	$ 9.21	$11.38
Assistant	$ 7.17	$ 8.17
Director	$15.79	$21.41

2000 Salary Survey, Morris County Child Care Directors' Association, Madison, NJ.

New York

Broome County, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 8.08	$10.29
Assistant	$ 5.85	$ 6.43

Wage and Comparability Survey, Broome County Child Development Council, Inc., Binghamton, NY.

Nassau County, 1998

Position	Average Hourly Wage	Annual Turnover Rate
Teacher	$11.64	20%
Assistant	$ 8.67	21%

Health: Six percent of centers offered fully-paid health insurance to teachers and assistants. Thirty-four percent of centers offered partially-paid health insurance to teachers, and thirty-two percent of centers offered partially-paid health insurance to assistants.

The Survey of Child Care Salaries and Working Conditions in Nassau County, Child Care Council of Nassau, Franklin Square, NY.

Suffolk County, 1998

Position	Average Hourly Wage	Annual Turnover Rate
Teacher	$ 9.98	17%
Assistant	$ 7.80	24%

Health: Sixteen percent of centers offered fully-paid health insurance to teachers, and fourteen percent of centers offered fully-paid health insurance to assistants. Thirty percent of centers offered partially-paid health insurance to teachers, and twenty-eight percent of centers offered partially-paid health insurance to assistants.

The Survey of Child Care Salary and Working Conditions in Suffolk County, Child Care Council of Suffolk, Comack, NY.

North Carolina

Statewide, 1998[1]

Position	Median Hourly Wage	No Health Insurance	Annual Turnover Rate
Teacher	$ 6.25	30%	31%
Director	$10.09		

Durham County, 2000

Position	Median Hourly Wage	No Health Insurance	Annual Turnover Rate
Teacher	$ 8.00	27%	34%
Director	$12.74		
Family Child Care Provider	$ 6.30	38%	

Lincoln/Gaston Counties, 2000

Position	Median Hourly Wage	No Health Insurance	Annual Turnover Rate
Teacher	$ 6.59	31%	41%
Director	$11.54		
Family Child Care Provider	$ 5.53		

Nash/Edgecombe Counties, 2000

Position	Median Hourly Wage	No Health Insurance	Annual Turnover Rate
Teacher	$ 6.00	41%	42%
Director	$ 8.75		
Family Child Care Provider	$ 4.08	38%	

Guilford County, 1999

Position	Median Hourly Wage	No Health Insurance	Annual Turnover Rate
Teacher	$ 6.50	31%	38%
Director	$11.52		
Family Child Care Provider	$ 5.87	26%	

Working in Child Care, Day Care Services Association, Chapel Hill, NC.

North Dakota

Statewide, 1998

NONPROFIT

Position	Average Hourly Wage
Teacher	$ 7.61
Assistant	$ 6.04
Director	$13.27

FOR-PROFIT

Position	Average Hourly Wage
Teacher	$ 6.89
Assistant	$ 5.92
Director	$10.62

ALL PROGRAM TYPES

Position	Annual Turnover Rate
Teacher	24%
Assistant	42%
Director	23%

Health: Twenty-three percent of centers offered fully-paid health insurance to teachers, and seventeen percent of centers offered fully-paid health insurance to assistants. Twenty-six percent of centers offered partially-paid health insurance to teachers and assistants.

North Dakota Child Care Center Staff Salary & Working Conditions, Child Care Resource & Referral, Fargo, ND.

Ohio

Head Start, 2000

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 9.10	$14.09
Assistant	$ 7.18	$10.22
Director	$18.69	$26.47

2000 Wage, Salary, and Benefits Survey, Ohio Head Start Association, Inc., Dayton, OH.

Columbus, 1998

Position	Average Hourly Wage	Annual Turnover Rate
Teacher	$ 7.31	40%
Director	$12.47	41%

1998 Wages, Benefits, and Working Conditions, Action for Children, Columbus, OH.

Oklahoma

Statewide, 1999

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher, Accredited Centers	$ 5.84	$ 7.20
Teacher, Non-Accredited Centers	$ 5.24	$ 5.48

Child Care Rate Survey, Oklahoma Department of Human Services, Office of Child Care, Oklahoma City, OK.

Pennsylvania

Statewide, 1998

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage	Annual Turnover Rate
Teacher	$ 7.61	$12.75	31%
Assistant	$ 6.14	$ 8.81	34%

Harrisburg, Lancaster, and York, 1998

Position	Average Hourly Wage
Teacher	$ 8.16
Assistant	$ 6.50

Philadelphia, 1998

Position	Average Hourly Wage
Teacher	$10.03
Assistant	$ 7.62

Pittsburgh, 1998

Position	Average Hourly Wage
Teacher	$ 7.87
Assistant	$ 6.13

Redding and Lehigh Valley, 1998

Position	Average Hourly Wage
Teacher	$ 8.62
Assistant	$ 6.76

Salary Levels and Their Impact on Quality of Care for Child Care Workers in Licensed Child Day Care Programs, Legislative Budget and Finance Committee, Pennsylvania General Assembly, Harrisburg, PA.

South Carolina

Statewide, 2000[1]

Position	Hourly Wage
Teacher	83% below $8.00, 13% above $8.00*
Assistant	88% below $8.00, 7% above $8.00*
Director	53% below $10.00, 23% $10.01–$14.00, 12% above $14.00*
	Gross Weekly Earnings**
Family Child Care Provider	72% below $400, 17% above $400*

**Missing data reported for remainder of sample.*
***No hourly data provided. Hours may vary for weekly salary.*

South Carolina Child Care: Survey of the Workforce 2000, South Carolina Department of Health and Human Services, Institute on Family and Neighborhood Life, Clemson, SC.

Columbia, 1998

Position	Average Hourly Wage
Teacher	$ 8.71
Assistant	$ 6.64

A Study of Child Care Availability, Affordability, and Quality, Child Care Resource and Referral, Interfaith Community Services Inc. and Center of Excellence for Community Development, Columbia, SC.

South Dakota

Statewide, 1998

Position	Average Hourly Wage
Teacher	$ 6.43
Assistant	$ 5.80
Director	$ 7.91
	Annual Turnover Rate
All Teaching Staff	60%

Early Childhood Workforce Survey, Salary vs. Recruiting/Retention, Child Care Services, Pierre, SD.

Texas

Dallas, Tarrant, Travis, and Hidalgo Counties, 1999

Position	Average Hourly Wage
Teacher	$ 7.16
Assistant	$ 6.00
Director	$13.16

Child Care Salary Survey, Dallas Association for the Education of Young Children, Dallas, TX.

Vermont

Statewide, 2000

Position	Average Lowest Hourly Wage	Average Highest Hourly Wage
Teacher	$ 7.21	$ 8.56
Director	$ 9.92	$11.69

	Annual Net Income*
Family Child Care Provider	55% below $10,000, 31% $10,000–$19,999, 14% above $20,000

**Family child care providers work an average of 60 hours per week.*

Health: Eighty-seven percent of family child care providers have health insurance, fourteen percent of whom are covered by a spouse's policy.

Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates, July 2000, prepared by Mills & Pardee, Inc. for Child Care Services Division, Department of Social and Rehabilitation Services, Agency of Human Services, State of Vermont, Waterbury, VT.

Washington

Statewide, 1998

Position	Average Wage
Teacher	$ 7.73/hr.
Assistant	$ 6.34/hr.
Director	$1,925/mo.*
Family Child Care Assistant	$6.43/hr.

	Average Gross Annual Earnings*
Family Child Care Provider	$20,108

**No hourly data provided. Hours may vary for monthly/annual salary.*

Licensed Child Care in Washington State: 1998, Department of Social and Health Services, Research and Data Analysis Division, Olympia, WA.

Puget Sound Head Start, 1999

Position	Average Hourly Wage
Teacher	$11.73
Assistant	$ 8.54

Puget Sound Educational Service District Head Start Salary Schedule, Seattle, WA.

Wisconsin

Dane County, 2000[†]

Position	Average Hourly Wage
Teacher	$ 8.74
Assistant	$ 7.47
Director	$13.62

Madison, 2000

Position	Average Hourly Wage
Teacher	$ 9.08
Assistant	$ 7.57
Director	$14.85

2000 Child Care Wage Report, Community Coordinated Child Care, Madison, WI.

Federal General Services Administration (GSA), 1998

Programs which primarily serve children of federal employees

Position	Hourly Wage Range	Annual Turnover Rate
Teaching staff	$5.91–$26.00	41%
Director	$8.98–$27.64	

Health: Ninety-nine percent of centers offered health insurance to all teaching staff. Seventy five percent of centers paid 50% or more of premiums.

Profile of Child Care Centers Located in GSA Space, January 1999, U.S. General Services Administration, New York, NY.

Canada*

National, 1998

Position	Average Hourly Wage
Teacher	$11.62
Assistant	$ 9.59
Director	$18.45

**Data reported in Canadian dollars.*

Provinces, 1998

Alberta

Position	Average Hourly Wage
Teacher	$ 8.36
Assistant	$ 7.90
Director	$12.73

British Columbia

Position	Average Hourly Wage
Teacher	$12.07
Assistant	$10.55
Director	$18.73

Manitoba

Position	Average Hourly Wage
Teacher	$ 9.49
Assistant	$ 8.37
Director	$17.34

New Brunswick

Position	Average Hourly Wage
Teacher	$ 7.12
Assistant	$ 6.34
Director	$10.06

Newfoundland/Labrador

Position	Average Hourly Wage
Teacher	$ 6.76
Assistant	$ 6.37
Director	$12.07

Northwest Territories

Position	Average Hourly Wage
Teacher	$13.40
Assistant	$12.07

**Data reported in Canadian dollars.*

Nova Scotia

Position	Average Hourly Wage
Teacher	$ 8.51
Assistant	$ 7.04
Director	$14.58

Ontario

Position	Average Hourly Wage
Teacher	$13.48
Assistant	$10.60
Director	$22.00

Prince Edward Island

Position	Average Hourly Wage
Teacher	$ 8.18
Assistant	$ 7.54
Director	$14.37

Quebec

Position	Average Hourly Wage
Teacher	$11.04
Assistant	$ 8.12
Director	$17.41

Saskatchewan

Position	Average Hourly Wage
Teacher	$10.74
Assistant	$ 8.45
Director	$14.58

**Data reported in Canadian dollars.*

You Bet I Care: Working Conditions, Wage and Benefits, Child Care Visions Program of Human Resources Development, Ottawa, Canada.

APPENDIX 2

Resource List: Salary Data Collected Prior to 1998*

Compiled by the Center for the Child Care Workforce

Alabama

Jefferson, Shelby, Walker & Blount Counties, 1996

1996 Child Care Survey on Wages, Benefits, Costs, and Turnover in Child Care Centers, prepared by Childcare Resources, in Conjunction with University of Alabama, Birmingham, Birmingham, AL.

Alaska

Statewide, 1994

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The Center for the Child Care Workforce (CCW)

The Center for the Child Care Workforce was founded in 1978 as the Child Care Employee Project, and was known as the National Center for the Early Childhood Work Force (NCECW) from 1994 to 1997. CCW is a nonprofit research, education, and advocacy organization committed to improving child care quality by improving child care jobs—upgrading the compensation, working conditions and training of child care teachers and family child care providers.

Join the Worthy Wage Network!

The Worthy Wage Network is an easy-to-join mobilization of teachers, providers, directors, parents, and allies of all kinds calling for a major investment of public funds directly targeted to improving child care jobs. A major focus of the Network will be on national legislation to increase compensation and reward training and stability in the child care workforce – and signing up thousands of supporters across the country who agree with this goal. Join the Network online at our website www.ccw.org or by contacting us by mail or phone. As a Worthy Wage Network member, you'll be kept informed through e-mail newsletters and action alerts.

New Release May 2001

from the Center for the Child Care Workforce and the University of California at Berkeley:

Then and Now: A Longitudinal Study of Child Care Staffing

This report from the first longitudinal study of child care teaching staff documents the effects of the worsening staffing crisis on child care quality, staff retention and compensation.

Current Data on Child Care Salaries and Benefits in the United States

Additional copies of this report are available for $10.00, plus $2.50 shipping and handling, 5.75% sales tax for DC residents only. Bulk rate available upon request.

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